



CALIFORNIA DEPARTMENT OF Mental Health

Metropolitan State Hospital
PSYCHOLOGY SERVICES

PSYCHOLOGY TRAINING AND INTERNSHIP PROGRAM

METROPOLITAN STATE HOSPITAL

NORWALK, CALIFORNIA

PSYCHOLOGY PREDOCTORAL INTERNSHIP PROGRAM BROCHURE

2010-2011

DESCRIPTION OF THE HOSPITAL

Metropolitan State Hospital (MSH) is located in the suburban community of Norwalk and is approximately fifteen miles southeast of downtown Los Angeles. MSH is a state psychiatric facility serving approximately 700 individuals, and has been in operation since 1916. The fall of 2010 begins our 62nd consecutive year of Psychology Intern training and continues our tradition of providing quality training for students interested in working with individuals with severe and persistent mental illness.

MSH offers multidisciplinary therapeutic and rehabilitation services provided by psychologists, social workers, psychiatrists, rehabilitation therapists, psychiatric technicians and registered nurses. Some units offer specialty services such as Acute/Admissions, Dialectical Behavioral Therapy (DBT), Skilled Nursing, and Forensic Treatment.

The California Department of Mental Health State Hospital System uses a Recovery philosophy of care and a Psychosocial Rehabilitation model of service delivery. The care and treatment provided by each California state hospital is based on evidence-based practices and is tailored to meet the unique needs and strengths of each individual. Every individual served by the hospital is encouraged to participate in identifying his or her needs and goals, and in selecting appropriate therapeutic and rehabilitation service interventions. These services and supports are designed to assist the individuals in meeting their specific recovery and wellness goals, in a manner consistent with generally accepted professional standards of care.

THE PSYCHOLOGY PREDOCTORAL INTERNSHIP PROGRAM

The Psychology Predoctoral Internship Program is fully accredited by the American Psychological Association and is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). The Psychology Internship Program supports the overall mission and vision of Metropolitan State Hospital to work in partnership with Individuals to assist in their recovery by using rehabilitation services as our tool, thus preparing them for community living. The aim of the program is to provide training for Interns in the provision of evidence-based, culturally competent therapeutic and rehabilitation services. Psychology is expected to incorporate empirical data with clinical wisdom and an awareness of the unique concerns of the population to guide the selection of interventions.

The Internship year at MSH begins the first day in September and is a one year, full-time program that concludes the following year on August 31st. Interns accrue a minimum of 1800 hours of supervised professional experience (SPE) during the Internship year. Interns can earn up to 44 on-site training hours each week. Interns are recognized members of the Psychology staff. The Internship Program is coordinated by the Internship and Training Coordinator under the supervision of the Chief of Psychology, with the Psychology Training and Internship Coordinator being the designated coordinator of the internship program. Interns provide a wide variety of services and activities, including conducting individual and group psychotherapy and skills training; performing cognitive screenings, conducting psychological and functional behavioral assessments; developing, implementing, and monitoring positive behavior support plans; and providing consultation and participating in interdisciplinary Wellness and Recovery Planning Conferences.

Training Objectives

The primary objectives for the training of clinical psychology Interns include achieving competency in the following areas:

- 1) Developing knowledge and skills in the philosophy and techniques of the Psychosocial Rehabilitation and Recovery models.
- 2) Developing skills in diagnostic assessment including psychological assessment, cognitive screening, risk assessment, and functional behavioral assessment to assist in Wellness and Recovery Planning.
- 3) Developing skills in designing, implementing, and monitoring behavior guidelines plans for addressing severe and challenging behavioral areas of focus.
- 4) Developing skills in providing evidence-based interventions for group and individual therapy.
- 5) Developing the ability to advance treatment planning skills by working with a multidisciplinary Wellness and Recovery Planning Team.

By the end of the internship year each Intern will be expected to perform at a specified level of competency (ranging from average and acceptable given the student's level of training up to outstanding) in the following areas:

I. Clinical Evaluation & Diagnostic Skills

1. Evaluation of an individual's areas of development
2. Diagnostic interviewing
3. Assessment of strengths and needs in formulating Wellness and Recovery Plans
4. Conduct clinical interviews on basis of an evidence-based theoretical rationale
5. Ability to realistically appraise individual potential for change using recovery measures
6. Knowledge of cultural factors impacting case conceptualization and services to be provided
7. Utilization of DSM-IV-TR Checklist
8. Utilization of Psychodiagnostic testing to understand and plan treatment
9. Formulation of an appropriate individualized Wellness and Recovery Plan
10. Psychological report writing skills
11. Ability to formulate a differential diagnosis
12. Adequacy in addressing referral questions
13. Adequacy in addressing recovery and wellness goals and response to treatment in progress notes

II. Psychodiagnostic Assessment Skills

The Intern will be expected to perform at least at a specified level of competency in the administration, scoring, and interpretation of many types of psychological assessments including:

1. Diagnostic Assessment
2. Suicide Risk Assessment
3. Cognitive Screenings
4. Cognitive and Academic Assessments
5. Behavior Assessments

Other assessment areas may be optional or required based upon the needs of the individuals on the Intern's caseload including:

1. Personality Assessment
2. Risk Assessment
3. Malingering Assessment
4. Neuropsychological Assessment

III. Psychotherapeutic Intervention Skills

The Intern will be expected to perform at a specified level of competency in the areas listed below:

1. Awareness of evidence-based psychotherapy models
2. Awareness of the legal decisions that have impact on the practice of psychotherapy
3. Respect for the confidentiality of the therapeutic relationship
4. Promotion of constructive therapeutic interaction
5. Ability to facilitate communication during therapy sessions
6. Ability to provide therapeutic and rehabilitation services that are consistent with the stage of readiness of the individual in his or her recovery
7. Sensitivity to cultural issues
8. Ability to conceptualize and utilize cultural factors
9. Ability to create a trusting and supportive environment for the individual
10. Ability to be authentic and genuine in therapeutic encounters
11. Ability to maintain focus during therapy sessions
12. Ability to deal with separation issues
13. Ability to open and close therapy sessions appropriately
14. Ability to terminate treatment appropriately
15. Ability to make therapeutic interventions in a timely and appropriate manner
16. Ability to provide effective group treatment that is both manualized and outcome-based

IV. Professional Skills

1. Interns will be aware of the following professional areas and act accordingly:
2. Knowledge of and adherence to ethical principles and standards
3. Respect for rights of the individuals served
4. Respect for cultural differences
5. Recognition of own limitations and areas of weaknesses
6. Participation in and relevant contributions to training seminars
7. Participation in and relevant contributions to staff meetings and interdisciplinary Wellness and Recovery Conferences
8. Responsibility regarding time commitments (i.e., attendance, punctuality, meeting deadlines)
9. Representation of professional qualifications to the patient
10. Ability to take an active interest in own professional development
11. Ability to seek out agency personnel for assistance
12. Ability to learn from experience
13. Use of professional terminology
14. Appropriate use of referral/consultation resources

15. Utilization of available hospital resources, such as the staff library, in support of professional efforts
16. Adherence to hospital and psychology staff policies and procedures

V. Interpersonal & Communication Skills

By the end of the internship year each Intern will be expected to perform at a specified level of competency in the following areas:

1. Relationships with fellow Interns
2. Relationships with staff members
3. Clarity of verbal communication
4. Clarity of written communication
5. Understanding of own personality and biases and the impact of own behavior on others
6. Ability to participate in an active and open manner during supervision and to accept and utilize constructive feedback

Intern Didactic Training

As new employees, Interns are required to attend an eight day long new employee orientation. Some of the topics covered are the following: Overview of MSH Policies and Procedures, Preventive Management of Assaultive Behavior (de-escalation and self-defense skills), Suicide Prevention, Fire and Safety, Cultural Competence, Patients Rights, Health and Safety Issues, Equal Employment Opportunity, Hospital Police Issues, Cardiopulmonary Resuscitation (CPR) Course, Employee Assistance Program, Infection Control, HIPPA/Confidentiality and Health Information Management (Medical Records), Forensic Services, and Personnel Services. Representatives from the departments who provide the services deliver these presentations. The presentations are specific to hospital procedure and administrative directives and are attended by all new employees (psychologists, administrative assistants, groundskeepers, physicians, etc.).

Following hospital orientation, Interns are oriented to the training program by the Training Coordinator. Interns begin the first of their three rotations following orientation. The primary rotation supervisor will provide an orientation to the rotation, program, and unit regarding policies and procedures. The supervisor will also provide an orientation and review of standards for Interns at MSH.

Throughout the year, Interns attend two hours each week of didactic training including case conferences. Past training topics have included: Introduction to the Recovery Model, Psychosocial Rehabilitation, CRIPA and MSH Enhancement Plan, Schizophrenia, Bipolar Disorder, Major Depressive Disorder, Personality Disorders, Substance Abuse/Dual Diagnosis, Differential Diagnosis, Learning Disabilities, Functional Behavior Assessment, Social Skills Training,

Group Therapy Techniques, Behavioral Treatment Planning, Cognitive Behavioral Techniques, Mental Status Exams, WAIS-III, MMPI-II, Neuropsychological Screening, Research Instruments, Forensic Issues, Forensic Assessment, Criminal Responsibility/Competency, Competency Restoration, Violent Offenders, Court Testimony, Ethics and LPS Laws, Cultural Competency, Gender-related issues and Assessment of Dangerousness and Suicidality.

There are also in-service trainings on a variety of topics throughout the year as part of Psychology's Continuing Education Program that the Interns attend. Interns may also attend off-site training upon request and when appropriate. There are multidisciplinary training activities (satellite broadcasts, multidisciplinary case conferences, program specific training, and guest speaker presentations) presented throughout the year that the Interns attend.

Supervision

Licensed Psychologists provide all primary supervision. A minimum of two hours of individual supervision is provided per week. Each supervisor has a designated back-up supervisor in case of illness or vacation. In addition to the individual supervision, Interns attend two hours of group supervision per week. A portion of the group supervision time will focus on the group and individual therapy that the Interns are providing. Evaluations of Interns take place at mid-rotations and at the end of each of the three rotations. These evaluations are sent to the Intern's school. Interns are required to evaluate their supervisors, the didactic presentations, and the total internship program experience. There is a formal due process procedure in place.

Intern Resources

Interns currently share office space together. Each Intern has his/her own computer in the office. The hospital has its own library which is a source of clinical and dissertation information.

Intern Rotations

Interns will have the opportunity to take part in three, four month rotations at MSH. These rotations include opportunities in/with Psychological Assessment, Positive Behavior Support (PBS), the Development and Cognitive Abilities Team (DCAT), Dialectical Behavior Therapy (DBT), and placement on a unit in one of the programs (civil or forensic) in the hospital. Interns will also participate in providing individual therapy.

Assessment Rotation

Interns will have the opportunity to develop their skills in appropriately addressing referral questions, administering, scoring, and interpreting psychological tests, and developing appropriate recommendations based

on the assessment findings. Interns also will receive training in presenting these findings and recommendations to members of the Wellness and Recovery Team and in working with those staff members on incorporating those recommendations into the services that the individual receives. Opportunities for different types of assessment include personality/diagnostic clarification, neuropsychological, forensic, and cognitive.

Dialectical Behavioral Therapy (DBT)

On this rotation, Interns will have the opportunity to train on a unit that is dedicated to using the DBT model with civilly committed individuals. Interns conduct individual therapy and conduct DBT skills groups. Interns participate in DBT consultation meetings and present cases and DBT literature as applicable. Interns will attend Wellness and Recovery Planning Conferences and be a part of the interdisciplinary team that is involved in the case.

Positive Behavior Support (PBS) Team Rotation

The hospital has two PBS teams. Each team currently consists of a psychologist, a registered nurse, and two psychiatric technicians. As a part of the PBS team, Interns will have an opportunity to conduct functional behavioral assessments, develop positive behavior support plans, present findings and plans to the Wellness and Recovery Teams, and train staff members in the support plans.

Unit Rotation

The rotation on a unit will give the Interns a chance to carry a small caseload and be fully involved in all aspects of the treatment for those particular individuals. Interns will attend Wellness and Recovery Planning Conferences and be a part of the interdisciplinary team that is involved in the case. They will also provide individual therapy (when appropriate) and conduct any necessary psychological testing. Taking part in the unit morning report time will provide an opportunity for Interns to get an idea of how both the individuals and the unit is functioning as a whole.

Developmental and Cognitive Abilities Team (DCAT)

This specialty team consists of a psychologist, social worker, registered nurse, and psychiatric technician. The DCAT provides a variety of consultation services to the Wellness and Recovery Teams serving individuals with various developmental or cognitive disorders or conditions that adversely affect their cognitive functioning. These services include assisting with diagnostic and assessment concerns, consulting on behavioral interventions including the development of positive behavior support plans when appropriate, and also with referrals to outside agencies and assistance with discharge planning and placement.

Specialized Project Rotation

Psychology Interns may have the option of developing a special project with other members of the psychology department. There are a number of needs that the individuals at MSH have, and an Intern can develop a project to meet those needs with the approval of the Chief of Psychology and Internship and Training Coordinator. Some projects that have been developed in the past include developing a cognitive remediation program and manual, assisting on an administrative rotation, and developing a unit-wide Positive Behavior Support Plan.

Throughout the year, Interns conduct cognitive screenings, individual therapy, and group therapy/ skills training. Group therapy/skills training is conducted through the psychosocial treatment malls. Interns participate by co-facilitating psychosocial rehabilitation groups, based upon the Interns training needs and the needs of the individuals.

Program Descriptions

The hospital is organized into five treatment programs. All programs have designated treatment areas or “Malls” where group therapy interventions are conducted. The programs may vary in service due to specific age groups, level of care and individual needs. The unit rotation will be spent in one of the programs. Interns will be asked for their preferences in determining which program they would most like to train. Most of the units are dedicated to individuals based upon their legal status. The forensic programs primarily treat individuals who are in the pre- and post-adjudication phases of court involvement. One of the programs is primarily dedicated to civilly committed individuals with severe and persistent mental illness. There are also units dedicated to Dialectical Behavioral Therapy, Spanish and Asian speaking individuals, and individuals who require Skilled Nursing services.

Professional Training

The hospital is recognized as a valuable training institution for mental health professionals. There are a large variety of training programs at the hospital. These programs include Nursing, Social Work, Medicine, Psychiatry, Psychology, Pharmacy, Rehabilitation Therapy, and Dietary. The hospital has a training facility that provides classes for staff, interns, community professionals and volunteers.

Intern Selection Procedures

Interns are selected on a competitive basis determined by their educational and training experiences. Pre-doctoral internships are offered for students who have completed graduate course work in the fundamentals of psychotherapy and assessment.

Applicants must submit the following electronically:

- **APPIC application**
- **State of California Application Form**
- **A copy of most recent Curriculum Vita**
- **A de-identified sample psychological test report**
- **Three letters of recommendation (preferably one coming from current placement supervisor)**
- **Graduate transcripts**

Upon receipt, the Psychology Training and Internship Coordinator along with the Chief of Psychology and/or Senior Psychologists review the materials in order to determine whether the applicant meets selection criteria. Those who meet qualifications will be contacted and a face to face interview will be arranged with the Training Coordinator along with the Chief of Psychology and/or Senior Psychologists. Interviews will be scheduled for the winter of the following year. After the interview, all the information is compiled, evaluated, and then the applicants are rank ordered. The APPIC matching process is followed.

The following areas are considered in evaluating an applicant: interest in working with an inpatient psychiatric population, prior experience working with individuals with a serious mental illness, background in psychological testing, prior field placement experience, prior group therapy experience, prior experience with people who are racially and culturally diverse, knowledge of psychopathology, evidence of initiative, eagerness to learn and ability to constructively integrate new learning and feedback, and an ability to work cooperatively on a multidisciplinary team.

Applications

Applications can be submitted at any time for review per State of California regulations. Completed APPIC applications and all supporting material must be received electronically according to APPIC on-line instructions by the Training Coordinator by November 15 to be considered for the following year's intern class. State of California laws and regulations regarding hiring requirements and hiring practices are followed. The Psychology Training and Internship Coordinator will contact those who meet these qualifications for an interview in the winter of the following year.

This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept or use any ranking-related information from any Intern applicant. This training program observes the guidelines and deadlines regarding notification of internship offers adopted by the Association of Postdoctoral and Psychology Internship Centers (APPIC).

Appointments

At the present time there are five full-time 12-month positions available. The current stipend for Interns ranges from \$2,885-\$3717 per month, depending on qualifications that are set by the State of California. As previously mentioned, the internship is divided into three rotations. The Psychology Training and Internship Coordinator, in consultation with the Chief of Psychology, will assign Interns to their rotations.

Metropolitan State Hospital is an equal opportunity employer to all, regardless of race, color, creed, national origin, ancestry, sex, marital status, medical condition, disability (mental and physical), religious, or political affiliation, age, or sexual orientation. TDD for the hearing impaired is available. As noted above, Interns are both members of the Department of Psychology and State of California employees.

You may contact the Psychology Training and Internship Coordinator at the following address and telephone number:

Alisha Bent, Ph.D.
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If you do not receive acknowledgement of your e-mail, please follow-up with a phone call to ensure your email has not been filtered out through the hospital system.

Thank you very much for your interest in our training site!